



INVESTIGATIVE REPORT

Lori Torres, Inspector General

OFFICE: DEPARTMENT OF CORRECTION (DOC)
TITLE: DOC CORRECTIONAL TRAINING INSTITUTE GHOST EMPLOYMENT
CASE ID: 2017-05-0110
DATE: August 16, 2017

Inspector General Staff Attorney Stephanie Mullaney, after an investigation by Special Agent Amy Johnson, reports as follows:

The Indiana General Assembly charged the Office of Inspector General (OIG) with addressing fraud, waste, abuse, and wrongdoing in the executive branch of state government. IC 4-2-7-2(b). The OIG also investigates criminal activity and ethics violations by state workers. IC 4-2-7-3.

On May 30, 2017, the OIG received an anonymous hotline complaint alleging that the Executive Director of the Division of Staff Development and Training at the Correctional Training Institute (CTI) at the Indiana Department of Correction (DOC) was operating a nonprofit organization in violation of the Code of Ethics. Specifically, the complaint alleged that the Executive Director charges new DOC employees \$5 to wear jeans on workdays and that the Executive Director requires CTI employees to conduct food sales for a nonprofit organization on state time. The complaint also listed four DOC employees who work at CTI that could be interviewed about their involvement in the nonprofit organization.

Special Agent Johnson conducted an investigation. Through the course of her investigation, Special Agent Johnson interviewed various employees of DOC and the CTI, and she also reviewed DOC policies and other online business registration records.

Special Agent Johnson contacted the DOC Chief Investigator to inquire whether DOC had received any complaints about a nonprofit organization at CTI in the past. The DOC Chief Investigator told Special Agent Johnson that he was aware of a DOC-sanctioned nonprofit organization called the Correctional Professionals Assistance Fund (CPAFI) and that DOC could raise money for this nonprofit organization through various types of fundraising such as jeans days and food sales. Special Agent Johnson also reviewed DOC online policies and found that DOC has a policy permitting employees to fundraise from fellow employees for outside organizations and causes so long as the employee has been given written approval for the activity.

After obtaining this background information, Special Agent Johnson interviewed three of the witnesses listed in the complaint, including the Executive Director herself. All three of the witnesses interviewed by Special Agent Johnson independently verified that the CTI allows employees to pay \$2 to wear jeans on certain workdays and that the money collected on these jeans days goes to CPAFI (the DOC-sanctioned nonprofit organization mentioned by the DOC Chief Investigator). All three individuals explained that the purpose of CPAFI is to provide financial assistance to correctional officers and their families during times of hardship. All three individuals also told Special Agent Johnson that they conduct food sales to benefit the nonprofit organization as well, but the food sales are typically done over the lunch hour and with prior approval. The food items that they sell are donated food items such as popcorn and hotdogs.

Special Agent Johnson confirmed the information provided by the three witnesses by reviewing the DOC website, which lists CPAFI as an affiliated 501(c)(3). Special Agent Johnson also confirmed that it was properly registered as a 501(c)(3) on the Indiana Secretary of State's business registration website.

Because the nonprofit organization referenced in the hotline complaint is a properly registered and DOC-sanctioned nonprofit organization; written DOC policy allows its employees to solicit for outside organizations so long as there is prior approval; and the solicitations happen primarily on the employees' own time, the allegation of ghost employment is unsubstantiated. Should additional information be brought forward, the OIG will evaluate it for further action.

Dated: August 16, 2017

APPROVED BY:

A handwritten signature in black ink that reads "Lori Torres". The signature is written in a cursive, flowing style.

Lori Torres, Inspector General